

**DEPARTMENT OF PERSONNEL ADMINISTRATION  
SUMMARY OF ADDENDUM AGREEMENT FOR BARGAINING UNIT 3**

**Exclusive Employee Representative  
Service Employees International Union (SEIU) Local 1000**

**August 2007**

**Number of Employees:** Affects approximately 1600 of the unit's 1,962 full-time equivalents

**Summary**

This agreement is the result of AB 900, the prison rehabilitation act. Education was a key component of the act. Because of the numerous vacancies in the Teacher classifications in the California Department of Corrections and Rehabilitation (CDCR) in the adult prisons (Office of Correctional Education or OCE), and because many of these vacancies were the result of Teachers transferring from the adult prisons to the Department of Juvenile Justice (DJJ), it is necessary to place the CDCR, OCE, Teachers into the same salary schedule as the DJJ Teachers.

The salary schedules the State negotiated vary by county, so that each prison offers a package that is competitive with local rates.

This agreement is an addendum to the expired 2006-2008 MOU between the State of California and the Service Employees International Union (SEIU) Local 1000, Bargaining Unit 3. The addendum agreement provides the following for the California Department of Corrections and Rehabilitation, OCE, Unit 3 employees (excluding Librarians):

**I. Academic Work Year**

- Effective August 1, 2007, employees shall work a 220-day academic calendar year, consisting of 208 instructional days and 12 staff development/training days.

**II. Educational Leave**

- Effective January 1, 2008, full-time employees cease accruing Educational Leave.

**III. Holidays**

- Effective August 1, 2007, full-time employees shall no longer be entitled to State holidays with pay. These days shall be treated as unassigned, non-work days.
- When a State observed holiday falls on an employee's unassigned, non-work day, and due to unusual circumstances the employee is required to work on that day, the employee shall receive eight hours of holiday credit and four hours of informal time off.

**IV. Vacation**

- Effective August 1, 2007, full-time employees shall cease accruing Vacation Leave.
- Effective August 1, 2007, employees shall be precluded from using Vacation Leave credits, except pursuant to Article 8.16, Family Medical Leave Act (FMLA) provision, and exceptional situations not covered by Personal Necessity Leave, to be considered on a case-by-case basis and subject to supervisory approval.

**V. *Personal Necessity Leave***

- New full-time employees (hired on or after April 1, 2007) shall be credited with three "personal necessity" days upon successful completion of their first 90-day semester.
- Current full-time employees shall be credited with three personal necessity days on the first work day of each academic calendar year, not to exceed a total balance of six personal necessity days.
- Upon termination from State employment, the employee shall be paid for all accrued personal necessity days.

**VI. *CDCR, OCE, Academic Teacher/Vocational Instructor Salary Schedule***

- Effective August 1, 2007, employees shall be compensated in accordance with the DJJ/CEA Unit 3 – Salary Schedule (See Chart A).
- The salary schedule provides movement through length of services as well as educational advancement.

**VII. *Additional Instructional Assignments***

- Effective August 1, 2007, full-time employees authorized or directed to provide additional instruction outside of the regular work schedule shall be compensated as follows<sup>1</sup>:
  - Additional instructional service shall be compensated in 15-minute increments.
  - For each hour of additional instruction service, the employee shall be compensated at one-eighth the daily rate of pay.
  - Additional instruction service shall be compensated on a cash basis.

**VIII. *Credits for Salary Advancement (within the Salary Schedule)***

- This is a method by which teachers can advance through the ranges of the salary schedule based upon continuing education credits.

**IX. *Non-Credentialed Re-Entry Program Instructors (RPI)***

- Compensation for all RPI classified employees without a valid credential in good standing shall be compensated in accordance with the salary schedule in Chart B
- Upon submission of a valid credential, a RPI will be placed on the Academic Teacher/Vocational Instructor CDCR, OCE salary schedule.

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<sup>1</sup> Payments made under this provision do not count towards retirement benefit calculations.

**CHART A**  
**CDCR, OCE Adult Facilities by County**

<b>CDCR/DJJ Designated County Salary Schedule</b>	<b>CDCR, OCE Adult Facility</b>
Sacramento	Pelican Bay; CA Correctional Center (Susanville); High Desert (Susanville); CA Medical Facility (Vacaville); CA State Prison Solano (Vacaville); CA State Prison Sacramento; Folsom; CDCR Headquarters
San Joaquin	Deuel Vocational Institution (Tracy); Sierra Conservation Center (Jamestown)
Amador	Mule Creek
San Luis Obispo	Correctional Training Facility (Soledad); Salinas Valley (Soledad); CA Men's Colony (San Luis Obispo)
Ventura	none
San Bernadino	CA State Prison San Quentin; CA Institution for Men (Chino); CA Institution for Women (Fontera); CA Rehabilitation Center (Norco); Ironwood (Blythe); R.J. Donovan Correctional Facility at Rock Mountain (San Diego); Calipatria; Centinela; Chuckawalla
Los Angeles	Valley State Prison for Women (Chowchilla); Central CA Women's Facility (Chowchilla); Pleasant Valley (Coalinga); Avenal State Prison; CA State Prison Corcoran; Substance Abuse Treatment Facility (Corcoran); North Kern (Delano); Kern Valley (Delano); Wasco; CA Correctional Institute (Tehachapi); Los Angeles County (Lancaster)

**CHART B**  
**Re-Entry Program Instructor Daily Rate Salary Chart**

DAILY RATES	Teachers	RANGE A		RANGE B		RANGE C	
	Daily Rates	Low	High	Low	High	Low	High
	261 work days	\$ 195.22	\$ 237.29	\$ 204.46	\$ 248.32	\$ 214.30	\$ 273.33
	3.4% Increase	\$ 201.86	\$ 245.36	\$ 211.41	\$ 256.76	\$ 221.59	\$ 282.63
	At 220 days 18.63% Increase	\$ 239.46	\$ 291.06	\$ 250.80	\$ 304.60	\$ 262.87	\$ 335.28
	At 220 days 5.4% Increase	\$ 252.39	\$ 306.78	\$ 264.34	\$ 321.05	\$ 277.06	\$ 353.39
							Total RPI Positions
							133